DOCUMENT RESUME

ED 127 984 IR 003 951

AUTHOR Luethe, Marie
TITLE The Status of Women and Ethnic Minorities Employed in the Libraries of the California State University and College System.
PUB DATE Dec 74
NOTE 51p.; Master's Research paper, California State University, Hayward

EDRS PRICE MF-$0.83 HC-$3.50 Plus Postage.
DESCRIPTORS *College Libraries; *Ethnic Groups; *Females; *Librarians; Minority Groups; Occupational Mobility; Personnel Policy; Professional Associations; Professional Recognition; Promotion (Occupational); Racial Discrimination; Sex Discrimination; Status; Unions; *University Libraries
IDENTIFIERS *California State Universities and Colleges; CSUC

ABSTRACT

The status of women and ethnic minorities in the libraries of the California State University and Colleges (CSUC) system was investigated. Questionnaires were administered to a random sample of CSUC librarians in order to discover information about demographic characteristics, entry level, promotions, mobility, unionism, perceptions of a recent personnel plan, and communicating in English. The major findings were that (1) there was some discrimination within the CSUC system, (2) fewer women in the CSUC system were mobile than a previous study indicated, and (3) a slightly larger percentage of men belonged to professional organizations while a slightly larger percentage of women belonged to unions. (Author/LS)

****
* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. Nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *
****

ED127984

The Status of Women and Ethnic Minorities Employed in the Libraries of the California State University and College System

by

Marie Luethe

A Paper

Submitted to

California State University, Hayward

In Partial Fulfillment

of the Requirements for the Degree

Master of Public Administration

December 1974

2

IR003951

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY.

TABLE OF CONTENTS

LIST OF TABLES

ABSTRACT

CHAPTER Page

I INTRODUCTION 1

General Statement of the Problem 1

II REVIEW OF LITERATURE 4

III HYPOTHESES AND METHODOLOGY 11

Hypotheses 11
Methodology 12

IV RESULTS 14

Demographic Characteristics of the Sample . . 15
Summary 17
Entry Level 18
Summary 20
Promotions 20
Summary 24
Mobility 24
Summary 26
Unionism 27
Summary 29

V CONCLUSION 30

Entry Level 30
Promotions 30
Mobility 30
Unionism 31
Recommendation 31

VI OTHER INFORMATION OBTAINED FROM THE SURVEY 32

Personnel Plan 33
Summary 34
Communicating in the English Language 35
Summary 36

APPENDIX A 37

Questionnaire 39-44

BIBLIOGRAPHY 46

LIST OF TABLES

Table		Page
1	Marriage Status	15
2	Children Living at Home	15
3	Ethnic Identity	16
4	Comparison of the Number of Men and Women Hired into the CSUC Library System by Date Hired	16
5	Comparison of the Number of Ethnic Minorities and Caucasians Hired into the CSUC Library System by Date Hired	17
6	Comparison of Classification and Step at which Hired	19
7	Comparison of Years of Professional Experience Prior to Entering the CSUC System	19
8	Comparison of Average Number of Years in Each Classification	21
9	Comparison of Average Number of Years from Date Hired to Present Status	21
10	Comparison of the Present Classification Status of the Respondents (Ethnic Minorities and Caucasians)	23
11	Comparison of the Present Classification Status of the Respondents (Men and Women)	23
12	Perception of Transferring to Another CSUC Library	24
13	Perception of Moving Out of the CSUC System	25
14	Perception of Moving to Another Geographical Area	25
15	Perception of Family Commitments	26
16	Perception of Unions	27
17	Comparison of Union Participation	27
18	Perception of Professional Organizations	28
19	Comparison of Professional Organizational Participation	28
20	Perception of Collective Bargaining	29
21	Perception of Personnal Plan	33

LIST OF TABLES (Continued)

		Page
22	Perception of Promotional Aspects Under the Personnel Plan	33
23	Comparison of Number of Librarians Working Toward Second Masters	34
24	Perception of Communicating in the English Language (Ethnic Minorities and Caucasians)	35
25	Perception of Communicating in the English Language (Men and Women)	36

ABSTRACT

The purpose of this study was to investigate the status of women and ethnic minorities in the California State University and Colleges library system. A questionnaire was given for the purpose of analyzing responses on how the following variables related to sex (male or female) and race (ethnic minority or caucasian): entry level, promotion, mobility and unions.

The Chi-square analysis was used to test the level of significance. The following results were indicated: (1) There are some discriminations within the CSUC system; (2) data on promotions was inconclusive; (3) fewer women in the CSUC system are mobile than Schiller found in her study; and (4) a slightly larger percentage of men belong to professional organizations; whereas a slightly larger percentage of women belong to unions.

CHAPTER I

INTRODUCTION

General Statement of the Problem

(1) Need for this research

Various studies that have been made in the past and recently indicate that more men are entering the library profession and at higher beginning salaries than women. Studies also indicate that women are not promoted as quickly as men and yet there are more women in the library field than men. No studies could be found which were specifically within the library profession pertaining to ethnic minorities in these two areas.

Looking at the pattern of the top positions in the California State University and College Library system (CSUC), we find that in the 19 libraries in the system there are 18 Library Directors who are male caucasians. The other library is presently being supervised by a non-librarian. Her title is Associate Vice-President for Academic Affairs and Dean of Learning Resources.

Another top library position is the Associate Library Director. This position was authorized only two or three years ago and is dependent upon enrollment and programs offered within a school. Of those that have Associate Library Directors, six are women and five are men. This seems to reflect the impact of the women's movement.

The ratio of all of the other categories except male-female was difficult to determine from the list of names. Hopefully this will be brought out in this research. The men in the CSUC library system now

comprise approximately 46%.

Not only were ethnic patterns locally not available in the literature but neither were the national patterns. Even the Advances in Librarianship, 1974 did not have the subject, Minorities, listed in the index. In the federal government "while there is evidence of significant

> upward movement, ... The majority of all minority group employees are concentrated in the lower income brackets of each pay system.*

One report of the ethnic pattern within the CSUC system was found. Unfortunately, it pertained to all personnel. The report did categorize certain groups. The two groups in which library personnel would be included were (1) faculty and (2) professional and administrators. This 1970 report showed that minorities comprised 9% of these two groups. There was nothing in these reports that told how many minorities, what levels they were at, nor how long they had been there within the CSUC library system.

Our concern in this research is whether or not these problems really do exist in the CSUC library system. We, therefore, need to find out some of the following:

1. Is there discrimination against women and ethnic minorities in the hiring practices of the CSUC library system?
2. Are women and ethnic minorities promoted at a slower rate than caucasian men?
3. Are women less mobile, therefore, more reliant upon promotions within their current place of employment?
4. How do employees evaluate unionism as a means of obtaining more equal on the job treatment?

---

*U. S. Civil Service Commission. Study of Minority Group Employment in the Federal Government, Nov. 30, 1969, p.6.

Since salaries at the various levels are set by the Department of Finance, the pertient information needed here is the entry level of the employee and the number of years at the various levels.

(2) Relevance of research here for public administration.

Recruitment and retention of qualified personnel into the CSUC library system is dependent upon fair job and salary treatment, potential promotions and upon status. Studies made by other academic institutions show that women are not receiving equitable treatment. They are instead being locked into the lower classifications in a comparatively low paying profession. Since no such research has been undertaken for the CSUC library system, a survey at this time would seem to be pertinent.

(3) Sketch of the procedures of the study.

(a) Review of the literature.

(b) Random sample from an alphabetical list of names of librarians in the system, Library Directors excluded.

(c) Send questionnaire to each librarian selected.

(d) Summarize the data which will be included in the study to support the conclusions of the study.

CHAPTER II

REVIEW OF LITERATURE

Although this study will be made of both minorities and women, there is very little in library literature concerning minorities in the library profession. Hopefully, this study will bring to light some material in this neglected area. There have been a number of studies, however, on the discrepancies between men and women librarians.

Unlike most other businesses, the library profession is at present a "woman's field" and yet there are more men than women in administrative positions in the larger public and academic libraries. An article entitled "Young Man, Be a Librarian" claims that "library systems in most large urban areas of the nation is truly big business" and that male librarians are wanted to fill those positions.[1] In a study of 74 large colleges and universities there were 19 women and 55 men chief librarians in 1930. Today those same libraries have as their chief librarians four women and seventy men.[2] Schiller further writes that

> Women are being systematically eliminated from leadership positions in an occupation in which they constitute four-fifths of the membership. The apparent irony is that the wipe-out rate began to accelerate as support for libraries increased.[3]

Since the mid-1800s women who were lucky enough to get an education were virtually barred from the men's professions.[4] As late as 1964 only 8 percent of scientists, 6 percent of the physicians, 3 percent of the lawyers and 1 percent of the engineers in the United States were women.[5] Those women

---

[1]Gingrich, Esquire, p.8.
[2]Schiller, Widening, p. 1098.
[3]Schiller, Anita R. "Women in Librarianship" in Advances in Librarianship, 1974, New York, Academic Press, 1974, pp 108-148.
[4]Ibid, p. 127.
[5]Ibid, p. 124.

in the 1800s who were educated were allowed into the low paying professions in which men felt that women had "spiritual qualities," an "innate" willingness to serve and the "housekeeping instinct."[6]

Even in these modern times, studies made by the University of California, the University of Washington and other academic institutions show that women are locked into the lower classifications in a comparatively low paying profession.

> Both male and female librarians are penalized economically because of the discrimination against women in the labor force. Men in occupations whose educational background is no greater, and in many cases considerably less than that of librarians, but which are predominantly male occupations, receive superior compensation to the equally or better educated men and women consigned to this "women's work."[7]

Indications are that women are "victims of double discrimination" because they are in a low paying woman's field and within that field advanced at a slower pace than men.[8] Maybe ethnic men fit into this double discrimination group also.

Since 1969 changes have been occurring in the library field. "Stirrings of interest in the status of women in librarianship began to become noticeable around 1969."[9] This is probably due to the "sweeping impact of the women's movement; the legal support for affirmative action programs provided by federal laws and regulations; and the growing recognition, supported by national survey findings in librarianship, that position and salary differentials between men and women in this profession, as in all

---

[6]Ibid, p. 130.
[7]U. C. Report, p. 11.
[8]Ibid.
[9]Schiller, Advances in Librarianship, op. cit., p. 137.

occupations was substantial."[10]

In 1970 the American Librarian announced that future job descriptions should contain salary ranges rather than the term "salary negotiable." Salary negotiable, it was maintained, hid low salaries and allowed employers the option of offering higher salaries to male applicants.[11] This probably was also true in relation to discrimination against ethnic minorities.

Top level positions are beginning to open up for women in libraries throughout the country. One woman who recently became a Library Director in one of the nation's fifty largest academic libraries felt that her appointment would not have been possible even three years ago and that her appointment was "influenced by the changing role of women."[12]

ROLE OF WOMEN

In order to look at the changing role of women librarians, we should look at the role of all women. The literature indicates that society for generations has looked at women as being homemakers, as caring for the children and as waiting on the men. With modern technologies that free the women from tedious household chores, women are more free to pursue activities that satisfy their personal motivational needs such as self-esteem, status and self-fulfillment.

Now that the role of women in the work world is changing certain aspects need to be considered that are still with us and need to be considered as relevant part of this research.

---

[10] Ibid.
[11] Ibid.
[12] Ibid.

Physical Aspects: As pointed out earlier women have a "housekeeping instinct." They have been thought of as "clerical, domestic and sales "help."[13] They may assemble small instruments for which small steady hands and dexterity are required. Yet few women are considered for surgical medicine. New technologies are opening up more men's jobs to women; such as linemen and spray painters. The positions we are investigating do not require special physical sttributes.

Mental Characteristics: In the past women and men in high school destined for college were prepared on different tracts. Women took languages, some mathematics and home economics; while men took languages, advanced mathematics, chemistry and physics. Many high school women of today are taking the same courses in mathematics and physics that men are. Even so, men are still given more opportunities to technical knowledge; therefore, positions requiring such knowledge are more available to men than to women. The positions we are investigating do not necessarily require technical knowledge.

Emotional Aspects: It is said that women are "emotional and fall apart in a crisis."[14] When men shout, curse, turn red-faced and pound the desk, it is equivalent to the nervous signs exhibited by women. Men are accustomed to the outbursts from each other but find it difficult to cope with the emotional outbursts of women.

---

[13]Pollock, Mordeca Jane, American Journal of Orthopsychiatry, 714.

[14]Orth, Charles D. and Frederic Jacobs, Harvard Business Review, p 142.

Mobility: It is assumed that women are immobile. This is said to be due to family ties. (That a large number of women are immobile, can be traced directly to discriminatory practices, such as differences in earning potential which tip the economic scale in favor of the husband's place of employment over that of the wife, or the lack of adequate, low-cost child care facilities throughout the country which make it undesirable or too expensive - given her low salary - to work.)[15]

According to Schiller there are many women librarians without family ties and who could be considered as being as mobile as men. She says that "45 percent of the women in academic libraries are single, another 7.9 percent are separated or divorced and 6.4 percent are widowed."[16] In the private business world and it may be true in libraries, Orth found that women who "leave a company after working three to five years are more likely to do so because they found their career paths blocked."[17] In the library field a recent survey of special librarians that are able to move earn more than those who are not.[18]

Economic Aspects: Women in the library world have historically been paid less and advanced slower than men. A University of California survey shows that women in the University of California system "after 19 years of employment ... earn a medium salary equal to that which male librarians attain in just 10-14 years of service."[19]

---

[15] U.C. Report, p.5.

[16] This is a quote from Schiller, Anita R., "Characteristics of Professional Personnel in College and University Libraries," Illinois State Library, Research Report Series, No. 16. Springfield Illinois, February, 1969, p.25.

[17] Orth, p. 144.

[18] "A Study of 1967 Annual Salaries of Members of the Special Libraries Association," Special Libraries, p. 244.

[19] U.C. Report, op. cit., p. 22.

This is computed at today's salaries to be a cumulative loss of $24,000 over a 19-year period.[20] With the current women's liberation movements some organizations have voluntarily moved toward equal pay for equal work. Others have been forced into equality through legislation. This applies to ethnic minorities also.

Legal Aspects. As of January 1, 1969, "50 States, the District of Columbia, and Puerto Rico" have enacted laws relating to the employment of women.[21] Although there are laws in California as well as some of the other states regulating (1) minimum wage (2) equal pay (3) hours of work and (4) occupational limitations, this research is primarily concerned with the Federal law prohibiting discrimination of employment based on sex as well as race, color and national origin.[22] The CSUC system receives federal grants, therefore, its employees are covered by Title VII of the Civil Rights Act of 1964 and Executive Order 11375 amending Executive Order 11246.

We are concerned here with how this legal activity is affecting the CSUC system and their treatment of women and ethnic minority employees, especially the length of time it takes these employees to advance.

UNIONISM

Another concern is the influence of unionism within the CSUC library

---

[20] Ibid, p.24.

[21] U. S. Dept. of Labor. Wage and Labor Standards Administration. Handbook on Women Workers, 1969, p. 261

[22] Ibid, p. 251.

system. For many years employees in the public sector resisted any association with unions. Within the last ten years there has been a decisive change and many employees in the public sector have turned to unionism. Public employees are becoming more militant and demanding. Now even professional organizations are becoming more militant and are preparing themselves as bargaining agents.

Since unionism is a critical factor in today's CSUC library system, it seems pertinent to find how women and ethnic minorities view their roles in relation to unionism. Questions to be answered are (1) are these two groups active in unions or do they see their roles as being free of unionism, (2) do they feel that unionism has an influence on their roles as librarians.

When completed, this study will give information on the status of women and minorities in the CSUC library system that could prove to be important in the future. We could find that personnel regardless of sex or of ethnic background are actually hired into the system and promoted without discrimination.

CHAPTER III

HYPOTHESES AND METHODOLOGY

Hypotheses

All of the nineteen California State University and College libraries will be used for the study. It is anticipated that there will be entry level differences which are a result of discrimination. In addition, it is anticipated that the discrimination is based on sex and on ethnic background. It is further anticipated that not only is the discrimination at the entry level but, also, at the rate which this same group is advanced up the ladder. We, therefore, need to find out if

H_1: There is entry level discrimination based on sex alone in the libraries of the CSUC system.

H_2: There is entry level discrimination based on ethnic background in the libraries of the CSUC system.

Not only are women and ethnic librarians likely to be hired at the lowest entry level; but it is assumed that their rise up the promotion ladder is slower than that of the caucasian male.

H_3: Promotions for women are slower than for caucasian men.

H_4: Promotions for ethnic minorities are slower than for caucasians.

Assuming that women, due to family commitments, are less mobile, therefore, are reliant on filling vacated positions that are higher on the promotion rung, it is then necessary to determine this fact.

H_5: Advancements are obtained by transferring to another state university or another system.

H_6: Advancements are obtained by filling vacated positions only.

In today's society, many of the public service personnel are turning to

unionism. With this in mind, this survey may reveal how women look at professional and union activities in relation to their promotional aspects.

H_7: Women look to unions as a means of equalizing the status between men and women.

Methodology

Subjects were randomly selected from a list entitled Roster of Key Personnel issued by the California State University and Colleges. It was found that not all librarians in the system were included in the list. It did, however, consist of librarians from all ranks within the libraries of the California State University and Colleges library system.

Eliminated from the selection were Library Directors and known non-librarians. 50% (170) of the remaining subjects listed were sent questionnaires.

The questionnaire consisted of 26 questions relevant to the hypotheses (See Appendix A).

Each subject, in addition to the questionnaire, was sent a covering letter and a self-addressed stamped envelope. Due to the short time factor, it was requested that replies be returned within two weeks.

Out of consideration for the subjects, the returned questionnaires have not been attached to this final research project.

The main portion of the research project consists of evaluating the returned questionnaires and delves into the working role of the subjects, if they are satisfied with the role, and what they are willing to do to change that role, if they find it is inconsistent with present-day directives.

Using the "SPSS - Statistical Package for the Social Sciences," analyses were made of such relationships as sex and classification at which subject was hired, race and hiring classification, and sex and mobility.

Chi square test was used at the .05 level of significance. The test was used to evaluate the relationship between sex and ethnic minorities on the one hand, and entry level, promotion, mobility, and unionism on the other.

CHAPTER IV

RESULTS

The chapter will consist of a survey on the status of librarians in the California State University and Colleges (CSUC) library system. The information was computed and tabulated at the California State College, Sonoma computer center.

The questionnaire was sent to 170 subjects. Of these, 120 were returned in time to be included in the statistics, one was received too late, one librarian had left the system, one librarian had retired, two did not fill out the questionnaire for personal reasons, and four were not librarians.

Throughout this paper two types of classifications are used as indicated below. In 1973 the Chancellor's Office changed the classification names and combined the first two classifications.

Old Classification	New Classification
L I) L II)	Assistant Librarian (Assist. Lib.)
L III	Senior Assistant Librarian (Sr. Assist. Lib.)
L IV	Associate Librarian (Assoc. Lib.)
LV	Librarian (Lib.)
A.L.D.	Associate Library Director (A.L.D.)

The material in this chapter pertains to demographic characteristics, entry level, promotions, mobility and unions.

Demographic Characteristics of the Sample

The following data are presented as a basis for data presented later in this paper.

Table 1

Marriage Status

	Not Married		Married		Row Total	
	N	%	N	%	N	%
Men	22	(44.9)	27	(55.1)	49	(40.8)
Women	47	(66.2)	24	(33.8)	71	(59.2)
Total	69	(57.5)	51	(42.5)	120	(100.0)

Table 2

Children Living at Home

	Yes		No		Row Total	
	N	%	N	%	N	%
Men	21	(42.9)	28	(57.1)	49	(40.8)
Women	15	(22.4)	52	(77.6)	67	(59.2)
Total	36	(31.0)	80	(68.9)	116	(100.0)

Table 3

Ethnic Identity

	N	%		N	%
Blacks	3	(2.5)	Caucasian	104	(86.6)
Mexican-American	1	(0.8)			
Other non-Caucasian	1	(0.8)			
Oriental	7	(5.8)			
Native American	4	(3.3)			
Total Ethnic Minorities	16	(13.3)			

Table 4

Comparison of the Number of Men and Women Hired into the CSUC Library System by Date Hired

	1940-1959		1960-1969		1970+		Total	
	N	%	N	%	N	%	N	%
Men	8	(16.3)	26	(53.1)	15	(30.6)	49	(40.8)
Women	6	(8.5)	45	(63.4)	20	(28.2)	71	(59.2)
Total	14	(11.7)	71	(59.2)	35	(29.2)	120	(100.0)

Not Significant

Table 5

Comparison of the Number of Ethnic Minorities and Caucasians Hired into the CSUC Library System by Date Hired

	1940-1959		1960-1969		1970+		Total	
	N	%	N	%	N	%	N	%
Ethnic Minorities	1	(6.3)	4	(25.0)	11	(68.8)	16	(13.6)
Caucasian	13	(12.7)	66	(64.7)	23	(22.5)	102	(86.4)
Total	14	(11.9)	70	(59.3)	34	(28.8)	118	(100.0)

X^2 = 14.41315 df = 2

Significant at the .001 level

It may be significant to note that only 11.7% of all the respondents have been in the system over 14 years. 59.2% were hired in the 1960's and 29.2% have been hired in the 1970's. This probably is a reflection of the economic trend in libraries. In the 1960's libraries were getting federal money for programs and buildings. Libraries were able to expand at an unprecedented rate, not only their buildings but their collections and their personnel.

Summary

The data in Tables I and II indicate that a larger percentage of men librarians than women librarians are married and have children living at home.

Table III shows that the percentage of ethnic minorities in the libraries may be slightly higher than in 1970. In 1970, statistics issued by the

Chancellor's Office showed that 9% of the (1) faculty and (2) professional and administrative personnel were ethnic minorities. 13.3% of the returned questionnaires were from ethnic minorities. In the 4 years since the 1970 list, the proportion of ethnic minorities in the two groups listed above may have risen also.

The ethnic composition of the respondents being 13.3% minorities and 86.7% Caucasians is higher than the ethnic grouping in California which in 1970 was 11.0% minorities and 89.0% Caucasians.* The librarians in California consist of 29.2% men and 70.8% women which is quite different from the 41.2% men in the CSUC library system.** This may be an indication that men feel that they can progress faster in the academic community.

The data signifies that only 31.2% of the ethnic respondents were in the system prior to 1970, whereas, 71.2% of the Caucasians were in the system prior to 1970.

Entry Level

The following data were gathered to ascertain the possibility of discrimination based on sex or ethnic background at the point of entry into the CSUC library system.

---

* U.S. Bureau of the Census, v.1 p.6-87 and 6-8

** Ibid v.2 p.6-1532

Table 6

Classification and Step at which Hired

	Men N	Men %	Women N	Women %	Total N	Total %	Ethnic Minorities N	Ethnic Minorities %	Caucasian N	Caucasian %	Total N	Total %
Assist Lib.	34	(69.4)	66	(94.3)	100	(84.0)	14	(93.3)	84	(82.4)	98	(83.8)
Sr. Assist Lib.	6	(12.2)	3	(4.3)	9	(7.6)	0	(0.0)	9	(8.8)	9	(7.7)
Assoc. Lib & Lib.	9	(18.4)	1	(1.4)	10	(8.4)	1	(6.7)	9	(8.8)	10	(8.5)
Total	49	(41.2)	70	(58.8)	119	(100.0)	15	(12.8)	102	(87.2)	117	(100.0)
X^2 = 14.3820 df = 2 Significant at the .001 level							Not Significant					

69.4% of the men and 94.3% of the women were hired at the Assistant Librarian level. On the other end of the scale 18.4% of the men and 1.4% of the women were hired at the Associate Librarian or Librarian level.

Table 7

Comparison of Years of Professional Experience Prior to Entering CSUC System

	1-7 Years	7+ Years	Total
Men	13 (48.1)	14 (51.9)	27 (38.0)
Women	22 (50.0)	22 (50.0)	44 (62.0)
Total	35 (49.3)	36 (50.7)	71 (100.0)
Not Significant			
Ethnic Minorities	4 (50.0)	4 (50.0)	8 (11.6)
Caucasians	31 (49.2)	32 (50.8)	61 (88.4)
Total	35 (49.3)	36 (50.7)	69 (100.0)
Not Significant			

Summary

It is evident from Table 6 that with 94.3% of the women hired at the lowest level compared with only 69.4% of the men hired into the lowest classification and with 18.4% and 1.4% of the men and women respectively entering at the higher levels that there is some discrimination. Although the ethnic minority women are not discriminated against because of race, they are probably discriminated against because they are women.

The entry level statistics cover a 20-year span. It would, therefore, be interesting to compare these statistics with statistics of entry level of all librarians having been hired within the last ten years or since there has been affirmative action legislation.

Questions were not asked in this survey as to the level of previous professional experience. It was, therefore, impossible to compare hiring equivalency on that score even though the statistics reveal that years of previous experience were approximately the same for men and women.

Promotions

Assuming that there is entry level discrimination against women and ethnic minorities, then there may be discrimination at the promotional level also. The following data are relative to this assumption.

Table 8

Comparison of the Average Number of Years in each Classification

Men			Women		
Class	N*	Mean Years	Class	N	Mean Years
L I	16	1.38	L I	21	1.33
L II	31	4.23	L II	61	4.70
L III	28	5.14	L III	36	4.56
L IV	22	3.45	L IV	9	4.67
L V	7	4.14	L V	1	1.00
Assoc. L.D.	4	1.50	A.L.D.	0	

* Time spent in more than one classification was possible.

Table 9

Comparison of the Average Number of Yrs. from Date Hired to Present Status

Men				Women			
Class	N	Mean Years	Median Years	Class	N	Mean Years	Median Years
L I	2	1	1	L I	2	1	1
L II	7	6.85	5.00	L II	32	4.84	4.79
L III	13	11.15	11.00	L III	27	8.58	8.25
L IV	15	7.87	7.00	L IV	9	15.00	14.00
L V	5	14.20	12.25	L V	1	12.00	12
A.L.D.	4	12.50	13.50	A.L.D.	0		

Ethnic Minorities			Caucasian		
Class	N	Mean Years	Class	N	Mean Years
L I	2	1.00	L I	32	1.28
L II	11	2.81	L II	76	4.40
L III	3	5.67	L III	59	5.69
L IV	2	2.00	L IV	27	4.22

Tables 8 and 9 comparing the average number of years in each classification for men and women do not yield much of a variance.

Table 8 lists the average number of years each person spent in each classification. Table 9 gives the mean and median years of each respondent from the time that the person entered the system until the present time (e.g. if a person entered the system in 1968 and is now an L II, the computation was included in the L II classification as 6 years). What seems to be more important is the N column. In comparing the number of men, women and ethnic minorities in each class, it can again be noted that most of the women and ethnic minorities are concentrated in the L II and L III classifications; whereas, the men are in the L III, L IV, L V, and Assoc. Lib. Dir. classifications.

Men averaged more years in each class except in the L IV class. The average years for women in the L IV class nearly doubled that of the men.

The ethnic minorities showed a substantial difference in mean years in the system. This was probably a result of only 5 having been hired between 1961 and 1969; whereas, 10 were hired between 1971 and 1974. None of the ethnic minority respondents were hired in 1970.

Table 10

Comparison of the Present Classification Status of the Respondents (Ethnic Minorities and Caucasians)

	Assist.Lib. N	%	Sr. Assist.Lib. N	%	Assoc.Lib. N	%	Lib.& ALD N	%	Total N	%
Ethnic Minority	10	(71.4)	2	(14.3)	2	(14.3)	0	(0.0)	14	(12.2)
Caucasian	31	(30.7)	38	(37.6)	21	(20.8)	11	(10.9)	101	(87.8)
Total	41	(35.7)	40	(34.8)	23	(20.0)	11	(9.6)	115	(100.0)

$X^2 = 9.43324$ df = 3

Significant at the .02 level of confidence.

There appears to be less discrimination from the data in this table than from the data in the entry level table. The entry level table extended over a twenty-year period; whereas, Tables 10 and 11 are the current status. There are currently 71.4% ethnic minorities and 30.7% Caucasians in the lowest level and 14.3% ethnic minorities and 20.8% Caucasians in the Associate Librarian position. None of the ethnic minority respondents are in the Librarian or Associate Library Director positions; whereas, 9.6% of the Caucasians are in those top positions.

Table 11

Comparison of the Present Classification Status of Respondents (Men and Women)

	Assist Lib. N	%	Sr. Assist.Lib. N	%	Assoc.Lib. N	%	Lib. & ALD N	%	Total N	%
Men	12	(25.5)	14	(29.8)	13	(27.7)	8	(17.0)	47	(40.9)
Women	30	(44.1)	27	(39.7)	9	(13.2)	2	(2.9)	68	(59.1)
Total	42	(36.5)	41	(35.7)	22	(19.1)	10	(8.7)	115	(100.0)

$X^2 = 12.75402$ df = 3

Significant at the .01 level of confidence.

This table, like the previous table, may be an indication of less discrimination in the system. 25.5% of the men and 44.1% of the women are at the Assistant Librarian level. On the other end of the scale, 17.[illegible]% of the men and 2.9% of the women are in the top classifications. This percentage would have been even larger for the women had the women Associate Library Directors responded.

Summary

From the data collected there was no significant indication of discrimination in promotional practices in the CSUC library system. Neither the questionnaire nor the literature revealed the status within the library system at any time in the past to compare with Tables 10 and 11. If these tables are compared with the entry level tables, there is now less discrimination. A comparison of rate of promotion between men and women is not available from these statistics.

Mobility

Based on the assumption that women are less mobile than men due to family commitments, therefore, are more reliant on filling vacated positions that are higher on the promotion rung, the following questions were asked.

Table 12

Question: Promotion would be more available to me if I would transfer to another CSUC Library.

	Strongly Agree & Agree		Undecided		Strongly Disagree & Disagree		Total	
	N	%	N	%	N	%	N	%
Men	8	(16.7)	19	(39.6)	21	(43.7)	48	(41.0)
Women	13	(18.8)	26	(37.7)	30	(43.5)	69	(59.0)
Total	21	(17.9)	45	(38.5)	51	(43.6)	117	(100.0)

Not significant.

Table 13

Perception of Moving Out of the CSUC System

Question: Moving out of the CSUC system would enhance my promotional aspects.

	Strongly Agree & Agree		Undecided		Strongly Disagree & Disagree		Total	
	N	%	N	%	N	%	N	%
Men	17	(34.7)	21	(42.9)	11	(22.4)	49	(41.2)
Women	23	(31.4)	32	(45.7)	15	(21.4)	70	(58.8)
Total	40	(33.6)	53	(44.5)	26	(21.8)	119	(100.0)

Not Significant

Table 14

Perception of Moving to Another Geographical Area

Question: I would move to another geographical area if a better position became available.

	Yes		Undecided		No		Total	
	N	%	N	%	N	%	N	%
Men	21	(42.9)	10	(20.4)	18	(36.7)	49	(41.2)
Women	19	(27.1)	12	(17.1)	39	(55.7)	70	(58.8)
Total	40	(33.6)	22	(18.5)	57	(47.9)	119	(100.0)

Not significant.

Table 15

Perception of Family Commitments

Question: I have family commitments which prevent me from moving to another geographical area even if I were offered a better position.

	Yes		Undecided		No		Total	
	N	%	N	%	N	%	N	%
Men	10	(20.4)	7	(14.3)	32	(65.3)	49	(41.9)
Women	32	(47.1)	5	(7.4)	31	(45.6)	68	(58.1)
Total	42	(35.9)	12	(10.3)	63	(53.8)	117	(100.0)

$X^2 = 9.02556$ df = 2

Significant at the .02 level.

The above statistics yield evidence that the women surveyed are less mobile than men.

Summary

Although there is little to indicate that women feel differently from men on moving out of their present jobs, the women are less mobile than the men due to family commitments. More men than women would move to another geographical area if a better position became available. Even though some librarians, both men and women, feel that moving out of the CSUC system would be more beneficial than moving to another CSUC library; yet, two thirds of those surveyed are undecided or disagree that any move out of the system would enhance their promotional aspects.

UNIONISM

Table 16

Question: Do you belong to a union?

	Yes		No		Total	
	N	%	N	%	N	%
Men	20	(41.7)	28	(58.3)	48	(40.7)
Women	30	(42.9)	40	(57.1)	70	(59.3)
Total	50	(42.4)	68	(57.6)	118	(100.0)

Not significant.

Table 17

Comparison of Union Participation

Question: Have you held offices or served on committees (even if not now a member) in the union?

	Yes		No		Total	
	N	%	N	%	N	%
Men	7	(25.0)	21	(75.0)	28	(37.3)
Women	16	(34.0)	31	(66.0)	47	(62.7)
Total	23	(30.7)	52	(69.3)	75	(100.0)

Not significant.

Table 18

Perception of Professional Organizations

Question: Do you belong to one or more professional organizations?

	Yes N	Yes %	No N	No %	Total N	Total %
Men	39	(81.3)	9	(18.7)	48	(40.7)
Women	56	(80.0)	14	(20.0)	70	(59.3)
Total	95	(80.5)	23	(19.5)	118	(100.0)

Not significant.

Table 19

Comparison of Profession Organizational Participation

Question: Have you held offices or served on committees in professional organizations?

	Yes N	Yes %	No N	No %	Total N	Total %
Men	29	(65.9)	15	(34.1)	44	(39.6)
Women	32	(47.8)	35	(52.2)	67	(60.4)
Total	61	(55.0)	50	(45.0)	111	(100.0)

Not significant.

Table 20

Perception of Collective Bargaining

Question: Collective bargaining will help my promotional opportunities.

	Strongly Agree & Agree		Undecided		Strongly Disagree & Disagree		Total	
	N	%	N	%	N	%	N	%
Men	16	(33.3)	18	(37.5)	14	(29.2)	48	(40.7)
Women	29	(41.4)	31	(44.3)	10	(14.3)	70	(59.3)
Total	45	(38.1)	49	(41.5)	24	(20.3)	118	(100.0)

Not significant.

Summary

More librarians belong to professional organizations than to unions. A slightly higher percentage of women belong to and have held offices in unions.

The reverse is true in professional organizations. It may be that since more men occupy administrative positions or aspire to those positions, they are more oriented toward professional organizations.

There is very little difference in the thinking of men and women librarians on collective bargaining. It is significant to note that 38.1% of the 118 who answered the collective bargaining question feel that collective bargaining will help their promotional opportunities.

CHAPTER V

CONCLUSION

The data has been presented. It is now time to take a broader view of the information.

Entry Level

The findings do support the hypothesis that there is discrimination within the libraries of the CSUC system at the entry level. During the last five years, however, this discrimination has been alleviated to a certain extent.

More ethnic minorities have been hired during the present decade bringing the percentage of minorities within the CSUC system to a higher level than the ethnic characteristic of the State of California by 2%.

Promotion

Not enough evidence was available to draw any accurate conclusions to the question of promotional inequities within the CSUC library system. If comparing the entry level statistics with the present status of the respondents is a legitimate measure, then there appears to be less discrimination now.

Mobility

Although there are both women and men that have family commitments that prevent mobility, more women are in this category. This does limit these people from upgrading their positions by transfering to another college or moving out of the system. The data supports the hypothesis that women with family commitments are reliant on positions opening higher up or on others moving out of the system.

In a study made by Schiller, 59% of the women were without family commitments and were free to move if they so desired. Only 46% of the CSUC respondents felt that they did not have family commitments and could move.

Unionism

Unions are a significant factor in the CSUC system. There is, however, only a slight difference between men and women in their organizational affiliations.

It is of interest to note that more men belong to professional organizations than women. They also hold more offices in those organizations. This could mean that more men are administrators or have administrative aspirations.

Women apparently are more militant since more of them have joined the union and have held offices in the union. This could be that professional organizations have not been aggressive enough in the pursuit of women's goals.

General Comment

With the tightening of library budgets hiring and promotions of employees will be decreasing. How this will affect the proportions of men, women and ethnic minorities in the CSUC library system is yet to be seen.

Recommendation

Library Directors should continue the trend of hiring and promoting ethnic minorities and women until equality between the sexes and the races becomes a reality.

A comparative study of librarians hired within the last ten years could be made to determine if hiring practices within the CSUC library system has improved.

CHAPTER VI

OTHER INFORMATION OBTAINED FROM THE SURVEY

Personnel Plan

The Personnel Plan (FSA73-25) for librarians was issued in March 1973. This plan as originally devised was to have CSUC librarians be on an academic year and require a second masters which was to be in a subject field. The supposition being that with additional studies in a subject field the librarians would enrich their reference and their book selection expertise which in turn would be beneficial to the library. The Plan, as issued, does not allow an academic year for librarians but does require a second masters for promotion above the Senior Assistant Librarian Classification.

The Plan, in essence, is a means of de-emphasizing supervisory positions. In other words, subject specialists will be rewarded for their expertise. In the past the only way to promotion was through supervision.

The Plan has been the cause of considerable controversy throughout the system. The following questions pertain to the Plan and related areas.

TABLE 21

Perception of Personnel Plan

Question: Do you know what the Personnel Plan FSA73-25 is?

	Yes N %	No N %	Total N %
Men	47 (95.9)	2 (4.1)	49 (40.8)
Women	69 (97.2)	2 (2.8)	71 (59.2)
Total	116 (96.7)	4 (3.3)	120 (100.0)

95.9% of the men and 97.2% of the women know what the Personnel Plan FSA73-25 is.

TABLE 22

Perception of Promotional Aspects Under the Personnel Plan

Question: Has the Personnel Plan FSA73-25 ruined, slowed, not changed, improved your chances for a promotion.

	Ruined & Slowed	Not Changed	Improved	Total
Men	19 (43.2)	21 (47.7)	4 (9.1)	44 (39.6)
Women	33 (49.2)	28 (41.8)	6 (9.0)	67 (60.4)
Total	52 (46.8)	49 (44.1)	10 (9.0)	111 (100.0)

Not significant.

43% of the men and 49.2% of the women felt that their chances for promotion had been ruined or slowed; 47.7% of the men and 41.8% of the women

felt their promotional chances were unchanged, while 9.1% of the men and 9.0% of the women felt that their chances for promotion had improved.

Table 23

Comparison of Number of Librarians Working toward Second Masters Degree

Question: Are you working toward an additional masters degree?

	Yes		No		Total	
	N	%	N	%	N	%
Men	6	(13.3)	39	(86.7)	45	(39.5)
Women	22	(31.9)	47	(68.1)	69	(60.5)
Total	28	(24.6)	86	(75.4)	114	(100.0)

$X^2 = 4.10697$ df = 1

Significant at the .05 level.

The percentage of women working toward a second masters degree is more than double that of the men.

Summary of Personnel Plan

Most of the librarians know of the Personnel Plan. This was the area in which the librarians commented the most. Nearly half of the librarians look on the Personnel Plan negatively. Another 44.1% marked not changed. If the 44.1% not changed answers were considered as negative answers, then 90.9% of the librarians would have a negative view of the Personnel Plan. The not changed answers could mean that promotions or plans for promotions were in the offing; or, it could mean that there were no

hopes for promotions prior to the issuance of the Personnel Plan and none in the future.

Women are apparently interested in looking toward promotions under the new Personnel Plan since twice as many women as men are currently working toward second masters. It would be interesting to survey the age group of the librarians in masters programs. This aspect was not included in this survey. It is interesting to note that only 13.3% of the men while 31.9% of the women are working toward a second masters. From the comments received on the survey, some librarians are hoping for promotions on "equivalency." "Equivalency" has not been defined but is assumed to be on job experience plus such areas as publishing, a number of units of course work and other relevant criteria.

Communicating in the English Language

One more area investigated was the way librarians viewed communicating in the English language.

TABLE 24

Perception of Communicating in English
(Ethnic Minorities and Caucasians)

Question: Difficulty in communicating in the English language is a barrier to my promotional opportunities.

	Strongly Agree & Agree N %	Undecided N %	Disagree N %	Strongly Disagree N %	Total N %
Ethnic Minorities	0 (0.0)	2 (13.3)	1 (6.7)	12 (80.0)	15 (13.4)
Caucasians	4 (4.1)	1 (1.0)	2 (2.1)	90 (92.8)	97 (86.6)
Total	4 (3.6)	3 (2.7)	3 (2.7)	102 (91.1)	112 (100.0)

$X^2 = 9.22051$ df = 3

Significant at the .01 level.

Table 25

Perception of Communicating in English
(Men and Women)

Question: Difficulty in communicating in the English language as a barrier to my promotional opportunities.

	Strongly Agree & Agree		Undecided		Strongly Disagree & Disagree		Total	
	N	%	N	%	N	%	N	%
Men	2	(4.1)	1	(2.0)	46	(93.9)	49	(43.0)
Women	2	(3.1)	2	(3.1)	61	(93.8)	65	(57.0)
Total	4	(3.5)	3	(2.6)	107	(93.9)	114	(100.0)

Not significant.

Summary

More Caucasians than ethnic minorities feel that communication in the English language could be a detriment to promotion. It would appear that the consensus is that this issue is not a deterrent to advancement.

APPENDIX A

The enclosed questionnaire was developed to evaluate the entry level and promotional opportunities of librarians in the libraries of the CSUC system. This study is to meet partial requirements in the MPA Program at California State University, Hayward.

I would appreciate your taking about 15 minutes of your time to fill out the questionnaire. All responses will be held in the HIGHEST CONFIDENCE.

Please return the questionnaire by November 7, 1974, in the self-addressed envelope enclosed for your convenience.

Thank you,

QUESTIONNAIRE

The purpose of this questionnaire is to evaluate the entry level and the promotional opportunities of librarians in the libraries of the California State University and College system. I am using this study to meet partial requirements in the MPA Program at California State University, Hayward, California.

The information obtained from this questionnaire will be used for research purposes ONLY. Your responses will be held in the HIGHEST CONFIDENCE. NO ONE ELSE WILL KNOW OR SEE YOUR RESPONSE.

---

1. INDICATE SEX AND MARITAL STATUS.

Male	____	Single	____
Female	____	Married	____
		Divorced	____
		Separated	____
		Widowed	____

2. DO YOU HAVE ANY CHILDREN LIVING AT HOME?

Yes ____ No ____

3. ETHNIC IDENTITY.

Black	____	Oriental	____
Mexican-American	____	Native-American	____
Other non-Caucasian	____	Caucasian	____

4. DATE HIRED INTO CSUC LIBRARY SYSTEM _____.

5. CLASSIFICATION AND STEP HIRED AT:

L I: 1__2__3__4__

L II: 1__2__3__4__5__

Asst. Lib.: 1__2__3__4__5__6__7__8__

L III: 1__2__3__4__5__

Sr. Asst. Lib.: 1__2__3__4__5__6__7__

L IV: 1__2__3__4__5__

Assoc. Lib.: 1__2__3__4__5__

L V: 1__2__3__4__5__

Lib: 1__2__3__4__5__

Assoc. Lib. Dir.: 1__2__3__4__5__

6. HOW LONG IN EACH CLASSIFICATION?

L 1:	___	Asst. Lib.:	___
L II:	___	Sr. Asst. Lib.:	___
L III:	___	Assoc. Lib.:	___
L IV:	___	Lib.:	___
L V:	___	Assoc. Lib. Dir.:	___

7. HOW LONG AT TOP STEP OF EACH CLASSIFICATION?

L I:	___	Asst. Lib.:	___
L II:	___	Sr. Asst. Lib.:	___
L III:	___	Assoc. Lib.:	___
L IV:	___	Lib.:	___
L V:	___	Assoc. Lib. Dir.:	___

8. HOW LONG DID IT TAKE FOR YOU TO GET TENURE? ____

9. EDUCATION OTHER THAN MLS.

Undergraduate subject field _____

MA ____ in _____

MA ____ in _____

PhD ___ in _____

Working toward additional MA? Yes ____ No ____

Subject _____

10. LANGUAGES: Fr. ____Sp. ____Ger.____Russ.____Chinese____Japanese____

Other _____

Specialization _____

11. EXPERIENCE AT TIME OF HIRING:

Previous work in field:

Cat.	____	Bibliog.	____
Ref.	____	Business	____
Aca.	____	Admin.	____
Circ.	____		

Years of experience:

Professional		Sub-professional	
1-3	____	1-3	____
4-6	____	4-6	____
7-10	____	7-10	____
11-15	____		

12. DO YOU SUPERVISE OTHER MEMBERS OF THE LIBRARY STAFF?

Yes ____ No ____

13. IF YES, CHECK THE NUMBER OF PROFESSIONAL AND THE NUMBER OF SUB-PROFESSIONALS YOU SUPERVISE.

Professional		Sub-professional	
None		None	
1-3	____	1-3	____
4-6	____	4-6	____
7-10	____	7-10	____
10+	____	10+	____

14. INTERRUPTION IN SERVICE AT CSUC:

Years with CSUC _____

Amount of time away _____

Reason: _____

15. DO YOU BELONG TO A UNION?

Yes ____ No ____

16. IF SO, HAVE YOU HELD OFFICES OR SERVED ON COMMITTEES (EVEN IF NOT NOW A MEMBER)?

Yes ____ No ____

17. DO YOU BELONG TO ONE OR MORE PROFESSIONAL ORGANIZATIONS?

Yes ____ No ____

18. IF SO, HAVE YOU HELD OFFICES OR SERVED ON COMMITTEES (EVEN IF NOT NOW A MEMBER)?

Yes ____ No ____

19. DO YOU KNOW WHAT THE PERSONNEL PLAN FSA73-25 IS:

Yes ____ No ____

20. IF SO, HAS THE PERSONNEL PLAN FSA73-25

Ruined ____Slowed____Not Changed ____Improved____YOUR CHANCES FOR A PROMOTION.

21. PROMOTION WOULD BE MORE AVAILABLE TO ME IF I WOULD TRANSFER TO ANOTHER CSUC LIBRARY.

Strongly agree ____ Agree ____ Undecided ____

Disagree ____ Strongly disagree ____

22. MOVING OUT OF THE CSUC SYSTEM WOULD HELP MY PROMOTIONAL ASPECTS.

Strongly agree ____ Agree ____ Undecided ____

Disagree ____ Strongly disagree ____

23. I WOULD MOVE TO ANOTHER GEOGRAPHICAL AREA IF A BETTER POSITION BECAME AVAILABLE.

Yes ____ Undecided ____ No ____

24. I HAVE FAMILY COMMITMENTS WHICH PREVENT ME FROM MOVING TO ANOTHER GEOGRAPHICAL AREA EVEN IF I WERE OFFERED A BETTER POSITION.

Yes ____ Undecided ____ No ____

25. DIFFICULTY IN COMMUNICATING IN THE ENGLISH LANGUAGE IS A BARRIER TO MY PROMOTIONAL OPPORTUNITIES.

Strongly agree ____ Agree ____ Undecided ____

Disagree ____ Strongly disagree ____

26. COLLECTIVE BARGAINING WILL HELP MY PROMOTIONAL OPPORTUNITIES.

Strongly agree ____ Agree ____ Undecided ____

Disagree ____ Strongly disagree

27. PLEASE GIVE, IN YOUR OWN WORDS, A DESCRIPTION OF YOUR JOB; WHAT YOU FEEL THE PROMOTION ASPECTS ARE, WHAT MIGHT INFLUENCE THE PROMOTION ASPECTS AND WHY.

BIBLIOGRAPHY

Books

Voigt, Melvin J., ed., Advances in Librarianship, New York Academic Press, 1974, v.4.

Periodicals

"Discrimination Against Women in Professional Advancement at Colleges and Universities," Congressional Record, 116, pt. 13, (June 3, 1970).

Frarey, Carlyle J. and Learmont, Carol L., "Placements and Salaries, 1973 Not Much Change," Library Journal (July 1974) 1766-1774.

Gingrich, A., "Young Man, Be a Librarian," Esquire 61 (April) 8.

Orth, Charles D. and Jacobs, Frederic, "Women in Management: Pattern for Change," Harvard Business Review, (July-August, 1971) 139-147.

Pollock, Mordeca Jane, "Changing the Role of Women," American Journal of Orthopsychiatry, 41 (October 1971) 714-724.

Schiller, Anita R., "The Widening Sex Gap," Library Journal, (Mar. 15, 1969) 1098-1100.

"A Study of 1967 Annual Salaries of Members of the Special Libraries Association," Special Libraries, v.58 (April 1967) 217-254.

Documents

Report on the Status of Women at the University of Washington. Part I: Faculty and Staff. Compiled by Associated Students of the University of Washington Women's Commission. Seattle, University of Washington, Oct. 1970, 48 p. (ED 045 060)

A Report on the Status of Women Employed in the Library of the University of California, Berkeley, With Recommendations for Affirmative Action. Prepared by Library Affirmative Action Program for Women Committee (AAPWC) Berkeley, University of California, December 1971. 55 p.

U. S. Bureau of the Census, Social and Economic Statistics Administration. 1970 Census of Population pt. 6 California v.1 Characteristics of the Population. U.S. GPO 1971.

U. S. Civil Service Commission. Study of Minority Group Employment in the Federal Government. Nov. 30, 1969 (ED 052 338)

U. S. Department of Labor. Wage and Labor Standards Administration. Handbook on Women Workers, 1969 (Women's Bureau, Bulletin 294) U. S. GPO 1969.